

**Senate File 235 - Introduced**

SENATE FILE 235

BY DONAHUE

**A BILL FOR**

1 An Act increasing the state minimum hourly wage and providing  
2 for subsequent increases by the same percentage as the  
3 increase in federal social security benefits.

4 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. Section 91D.1, subsection 1, paragraphs a and d,  
2 Code 2023, are amended to read as follows:

3 a. (1) The state hourly wage shall be at least ~~\$6.20 as of~~  
4 ~~April 1, 2007,~~ and \$7.25 as of January 1, 2008, and \$15.00 as of  
5 July 1, 2023.

6 (2) The state hourly wage, including the state hourly wage  
7 for the first ninety calendar days of employment provided in  
8 paragraph "d", shall be increased annually on July 1, beginning  
9 July 1, 2024, by the same percentage as the cost-of-living  
10 increase, if any, in federal social security benefits  
11 authorized during the previous state fiscal year by the federal  
12 social security administration pursuant to section 215 of the  
13 federal Social Security Act, 42 U.S.C. §415. In no case shall  
14 the state hourly wage be decreased.

15 d. An employer is not required to pay an employee the  
16 applicable state hourly wage provided in paragraph "a" until the  
17 employee has completed ninety calendar days of employment with  
18 the employer. An employer shall pay an employee who has not  
19 completed ninety calendar days of employment with the employer  
20 an hourly wage of at least ~~\$5.30 as of April 1, 2007,~~ and \$6.35  
21 as of January 1, 2008, and \$14.10 as of July 1, 2023.

22 EXPLANATION

23 The inclusion of this explanation does not constitute agreement with  
24 the explanation's substance by the members of the general assembly.

25 This bill increases the state minimum hourly wage to \$15.00  
26 as of July 1, 2023. The bill increases the state minimum  
27 hourly wage for employees employed for less than 90 days to  
28 \$14.10 as of July 1, 2023.

29 The bill also increases the state minimum hourly wage,  
30 including the minimum hourly wage established for employees  
31 employed for less than 90 days, annually on July 1, beginning  
32 July 1, 2024, by the same percentage as the cost-of-living  
33 increase, if any, in social security benefits effective as of  
34 the previous December, as authorized by the federal social  
35 security administration. In no case shall the state hourly

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1 wage be decreased.